

## Examples of indicators (random order)

### Research

- Book publication with an internationally recognised publisher
- Editor (by invitation) of a special issue of a journal or scientific book series
- Highly cited articles
- Implementation of "Open Science"
- International awards and recognitions
- Joint PhD projects with colleagues in other subject areas
- Joint publications with colleagues in other subject areas
- Keynote speeches (by invitation) at prestigious conferences
- Normalised citation impact
- Number of downloads of (open access) articles
- Number of users/downloads of (open) datasets
- Publications in the top 5 % or 10 % of media
- Publications with a significant personal contribution
- Recognition as a highly cited researcher
- Recognition within the international research community, such as with an ERC grant or other general or subject-specific special recognition

### Teaching and supervision

- Participation in pedagogical courses, workshops, or conferences
- Effective use of digital tools in teaching
- Student evaluations of teaching quality, course content, and structure
- Level of student participation, interaction, and presence in teaching
- Examples of inclusion of current research and expertise in teaching
- Development of teaching materials
- Peer assessment of teaching methods and materials

## **Societal contributions**

- Clinical studies
- Leading role in a scientific organisation
- Materials for schools and other educational providers
- Organisation of an exhibition/show
- Participation (organisation, keynotes, etc.) in relevant public events
- Participation in Open Innovation projects
- Submitted patent applications and awarded patents
- Preparation/creation of spin-offs
- Research projects in collaboration with non-academic partners (industry, government, private non-profit, etc.)
- Strategic approach to communication via public media
- Structural involvement of research stakeholders (living labs, co-creation processes, citizen science, etc.)

## **Funding**

- Positive evaluation of applications for research funds from external foundations
- Growth in the research group (in FTE, for example)
- Leadership of an international project or application
- Research budget achieved in the previous 5 years
- Research funding obtained from international sources

## **Leadership and organizational contributions**

- Leadership and structuring of the research group
- Keynote speeches at the most recognised conferences in the field
- Leading role in international scientific organisations, such as a member of the organising committee for an internationally recognised conference
- Role as personnel leader in the design of a research group or research consortium
- Contributions to assessment committees – internal and external